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A Handbook for Candidates

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INTRODUCTION.

This "Handbook for Candidates" has been compiled with the hope and prayer that it may prove helpful as a guide and councilor to those who are called into "The World's Biggest Business,"—the business of Christianizing all nations! Lest some one might be discouraged and cry out "Who is sufficient for these things?" as he reads these pages, he is reminded that these standards are ideals toward which we all should strive in spite of the fact that we each come short of their attainment. We "hitch our wagon to a star" confident that thereby we shall climb the higher.

The data here presented have been gathered from reports upon conditions and service requirements in mission fields the world over, and especially from the reports issued by the Board of Missionary Preparation, New York, to which this booklet is under great debt both for fact and the form of statement.

For a more extended treatment of the matters presented here, the reader is referred to these reports, which can be secured from the Board of Missionary Preparation, 25 Madison Avenue, New York City.



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Handbook for Candidates

I. GENERAL REQUIREMENTS.

1. **Physical Qualifications:** A sound bodily constitution and unimpaired health should be possessed by all missionaries and are an absolute necessity for every candidate for the Latin American fields. In whatever section the missionary in Latin America may labor and with whatever alleviations of sea breeze and elevation, he will miss the ozone of the United States. He will feel the power of the tropical sun and will realize the importance of a physique that can offer due resistance to the depression and wear of the tropics.

(1) Physical Examination: Every candidate should be able to pass a physical examination equal to that of a first class insurance risk. Candidates for tropical fields should be examined if possible by a physician acquainted with the conditions and effects of a tropical climate.

(2) Correct Habits of Living: The regulation of diet, the taking of regular exercise, the enjoyment of recreation, the elimination of worry, and the poise of mind and soul which is based upon a calm trust in God, are all important factors in the preservation of good health in the tropics and will be neglected at one's peril.

(3) Strong and Steady Nerves: The physical ability to labor continuously and to stand the strain of emergencies demanding mental and nervous expenditure is a great asset. The missionary needs strong and steady nerves to carry him through the wear and tear of his daily work in tropical lands. Those who are high strung nervously soon find the tax on their strength greater than they can bear.

(4) A Good Digestion: Missionaries are very dependent upon native food products. A good stomach is an excellent asset anywhere, but it is of peculiar importance in mission fields where proper foods are not

always to be had. A weak digestion and a tendency to bowel troubles will militate against one attacked by sprue or dysentery, both of which are common in tropical countries.

(5) Ability to Sleep: Many workers on the field mention this as a very important part of the missionary's physical equipment. Sleeping accommodations for the travelers in the country districts are generally primitive and often extremely trying. Many missionaries are often obliged to spend much of their time in travel. If they cannot sleep under difficulties and amid discomforts, they will not be able to continue long in their work.

With wise attention to diet, rest, the sun, and preventive hygiene, the missionary may thrive and labor effectively for a lifetime in tropical America.

2. Mental Qualifications: The average missionary task does not require acute powers of argumentation so much as the ability sympathetically to understand the mental traits of the people for whom he labors. Mental adaptation is, therefore, an important factor in the missionary's success, and linguistic ability is also greatly to be desired. For without a mastery of the language of the people it is not possible to understand completely their mental processes.

(1) Intellectual Preparation: The work of the educational and of the literary missionary demands an unusual mental equipment and an intellectual preparation far beyond the ordinary. Men and women are needed who have breadth of view, who are intellectually alert, who can think through a difficult problem with impartial accuracy, who are courageously loyal to the truth as they see it, and who yet can respect the different opinion of another; who know the technique of their particular work, and who, above all, are intelligently and vitally Christian through and through.

(2) Grasp of Christianity: The missionary should have an adequate intellectual grasp of Christianity as set forth in the Bible and in the thought of Christians through the centuries: in other words—the Bible and Christian doctrine. He not only needs to know what Christianity is, but also how to apply it. He should know how to apply it in work with

individuals—which means training in Christian work under supervision; how to teach it to children, youth and adults—which means some knowledge of religious education and psychology; and how to apply it to social problems—which means an understanding of these problems as well as of the social implications of the gospel.

3. **Spiritual Qualifications:** Vital religion should be the certain possession of every missionary. It must be so vital that it sends him forth on fire with zeal to lead others to a like experience.

(1) *Personal Experience:* A living experimental knowledge of the great Christian essentials is indispensable. He must have personal experience of the Saviorship of Jesus and of the work of the Holy Spirit. Without this knowledge clear and well defined, one had better not venture to attempt the work of a missionary.

(2) *A Message to Others:* "There is no man so miserable as a missionary without a message of life to lost men." One will be an utter failure unless Christianity is more to him than a subject to be mastered. It must be a life which has mastered him. Devotion to Christ as the source of life and faith is the foundation upon which all missionary effort must be built. One should ask himself again and again, Why am I preparing to become a missionary? Have I anything to offer people better than they now possess? Am I prepared to teach and to live my faith in the presence of those who are indifferent or even antagonistic to the claims of Christ upon them?

(3) *Joy in Service:* The normal Christian in the early church possessed an exuberance of joy, a buoyancy of spirit, a richness of personal experience which is not common today among the Christians of the West. It is, however, characteristic of many of the Christians on the mission field and should be characteristic of the missionary also. It is not a thing that can be acquired in a mechanical way by dint of reading a specified number of books, or pursuing a definite course of study. He should pray and strive that Christ's joy, which he promised to his disciples, may be his own.

4. **Ecclesiastical Qualifications:** The great world-needs of our day demand missionaries whose first loyalty is to the Kingdom of God.

This demand need not ever obliterate proper denominational distinctions. The missionary's full loyalty to his own denomination is assumed as axiomatic.

(1) Comity Relations: Comity relations and cooperation in missionary fields are surely in accord with the will of our Master. Candidates who are out of harmony with the spirit of Christian brotherhood and fellowship among all the workers in the Lord's vineyard should seriously question whether they are called to work in the foreign field.

(2) A Broad Charity: A broad charity for the opinions and beliefs of others and ability to work cordially with those differing from us both denominationally and racially is a great factor in forwarding the success of the missionary enterprise today.

5. Social Qualifications: These are particularly important. Politeness and a scrupulous regard for the sensibilities of others and the cultivation of courtesy and tact—always the mark of the true Christian character,—are needed in all missionary work, especially among foreigners, and are essential in Latin America, where good manners—"urbanidad"—are highly regarded.

(1) Americans Often Unwitting Offenders: Americans often offend unwittingly, but none the less harmfully to their influence, by their democratic contempt for ceremony, precedents, suitability of clothing for special functions, and other details which they do not consider essential. Particularly must missionaries to Latin American countries be gentlemen of good parts and social qualities.

(2) The Way to the Human Heart: Kindness, special attentions, and the little courtesies of life will often open the way for the gospel to hearts that would be closed to a ruder approach. One writer from the field says: "We need men of deep spirituality, strong faith, diligent and continuous study of God's word, the habit of constant prayer, sympathy and warm-heartedness, gentleness and Courtesy."

(3) Personal Character a Large Factor: The personal character of the missionary is a large factor in persuading men to hear and receive the message. Men and women who love their Master and the people to whom

they go, and who with patience, good sense, devotion, sympathy and tact serve Him and them, have their place waiting for them in the missionary field, and God will bless them in it.

II. PREPARATION FOR SERVICE.

1. **Educational Preparation:** The following statement of "studies to be pursued by the missionary candidate" is that prepared by the Conference of the Board of Missionary Preparation with representatives of theological seminaries and foreign mission boards of North America, and represents the latest judgment of many experts in this field.

(a) Studies to Be Pursued by the Missionary Candidate.

The student preparing for work as an ordained missionary should take a full collegiate and theological course, the latter including courses in special preparation for foreign missionary service, or being supplemented by such studies. His collegiate and subsequent courses should include the following studies:

- (1) **Studies Ordinarily Pursued in College.**
A modern language, in addition to the study of his mother tongue.
Greek.
General psychology.
Educational psychology, or the principles of education.
History of philosophy.
General history, or the history of civilization.
Biblical history and literature.
Social and religious survey of the world.
Economics.
Human society and the laws of its organization.
Some physical and biological science.

The above studies should ordinarily be pursued in college, but, failing this, should be taken later.

(2) Studies Ordinarily Pursued in Professional Schools:

- The historical and interpretative study of the Bible, preferably including the study of the original languages.
Church history, especially of early Christianity in relation to other religions.
Systematic theology.
Apologetics.

The effective presentation of the Christian message (missionary homiletics).

The historical and comparative study of church organization and activity (church polity).

The history, psychology, and philosophy of religion.

Principles of religious education.

The history of missions, especially the modern period, accompanied by readings in the biographies of missionaries.

Principles and methods of Christian missions. Phonetics, and the scientific method of language study.

The above studies should be taken in a theological seminary, in a special missionary training school, or in a university. They should be accompanied by practical Christian work under competent guidance, and be pursued under influences adapted to develop the Christian life.

(3) Studies Usually Taken on the Field:

The language of the missionary's field.

The history and literature and the economic and social conditions of his field.

To all of the above it is desirable to add, in most cases,

Hygiene.

Sanitation.

Business methods.

First aid to the injured.

Music.

(b) The Length of the Course.

The amount and importance of the work to be done in the field of special missionary preparation is so great, that no student ought to sacrifice the thoroughness and completeness of his theological curriculum by attempting to cover both the regular and the special studies in three annual sessions of the ordinary length. With a sufficient faculty and with a school year of sufficient length the curriculum might be so arranged as to make the special missionary preparation an organic part of the curriculum.

Such a course might, for example, include the following studies:

Old Testament, 192 hours.

New Testament, 192 hours.

Church History, 192 hours.

Systematic Theology, 192 hours.
Missionary Homiletics, 96 hours.
Religious Education, 96 hours.
History of Missions, 96 hours.
Apologetics, 48 hours.
Church Polity, 48 hours.
Principles and Methods of Missions, 48 hours.

Such a curriculum can be covered in twenty-seven or twenty-eight months, or in four years of seven months.

(c) Some Courses to Be Pursued by Candidates for the Home Ministry:

In the conviction that the responsibility of the missionary enterprise rests equally upon those who stay at home and those who go to the foreign field, we recommend that students looking forward to the work in the home field should, as far as practicable, include the following studies in their courses of training:

The history, psychology and philosophy of religion, including a clear presentation of the character and fruitage of each religion at the present day.

The history, principles and methods of Christian missions, including the basis of their claim upon the home church.

Home organizations, and administration of the student's denominational board and other missionary agencies.

The presentation of missions, and the development of missionary spirit within the parish.

The study of missionary movements, biography and work in specific fields.

Such of these courses as he can take, will be in addition to the special study he makes of the Home field itself, in which particular attention is given to our city conditions, to our rural problems, to our social unrest and to our flood of immigration. To these the student should add private reading in Missionary Biography.

The following comments on some of the studies in the courses recommended are for the most part those submitted by a committee of which Dr. Robert E. Speer was chairman, and are given here because they illustrate where the emphases are being placed today.

(1) *Theology*: All agree that theology must be one of the main subjects. The emphasis, however, is not upon such a descriptive word as dogmatic or systematic, although there is full recognition of the importance of that which these words connote; it is rather such adjectives as Biblical or historical or comparative. And the issue which such comparative study should deal with is not so much what Calvinism has to say against Arminianism, for example, but what Calvinism has to say against its own exaggeration in the Hindu doctrine of Karma, or the mechanical fatalism of some schools of Islam; not what Arminianism has to say against Calvinism, but what it has to say to its own distortion in the antinomianism of Hindu pantheism, or to theories of divine propitiation which make free grace look pallid. Theology, in other words, needs to be taught against a background of real knowledge of what the theological problems are on the mission field, and what the task is of interpreting Christian truth to the human minds which are actually to be dealt with.

(2) *Comparative Religion*: Our correspondents lay emphasis upon the necessity of teaching Comparative Religion, and of teaching it truly, and with as great an approach as possible to reality. It is easy to set up the non-Christian religions in a classroom and demolish them. Their weaknesses are absolutely fatal to them in our thought about them, but those who hold those religions have reasons for doing so, which they are prepared to state and argue. Of course, no one can be brought face to face with the reality of these religions, until he actually meets them on their own soil; but as far as possible, Comparative Religion should be studied in the atmosphere of reality and justice should be done to the actual problems which are to be faced.

(3) *Apologetics*: The study of the actual apologetic problems which men encounter when they attempt to propagate Christianity, which differ in different countries. How can men as they are when we meet them be convinced of the truth of God in Christ and brought to faith and new life in Him? How is this greatest of all problems to be studied and solved?

(4) *Church History*: Every one emphasizes the importance of Church History both as the history of the development of doctrine and as the story of evangelization. As one of our correspondents puts it:

“A prospective missionary should take all he can obtain in the History of Religions, and their comparison, where the distinctive features of Christianity are well emphasized, and most especially every form of study emphasizing God in history.

Missions are making church history now, just as it was made in Asia Minor, or in Germany, or in Scotland in the past, and a study of past church history as the record of actual evangelization is the most immediately fruitful study an ordained missionary can undertake.

The missionary to Latin America will be handicapped in his work if he is ignorant of her history and unacquainted with the historic development of the Papacy together with its modifications resulting from the admixture of Indian superstitions. This is especially true in Mexico with the cult of the Virgin of Guadalupe.

(5) *Christian Transformation of Society*: A fifth subject is closely related to the two just mentioned and may, indeed, be melted into them. It might be called church politics. It is something more than ecclesiastical polity. It is the science of missions, the method of propagandism—how to found Christian institutions and to introduce Christian principles into life. Sociology is another subject which belongs to the same group. Whatever the title, the field to be covered includes the problems of the relation of Christian ethics to life, the transformation of society into conformity to Christian ideals, the relation of church and state, and similar themes.

(6) *The Science and Art of Education*: The word pedagogy used to express what is meant by this title, but the educationalists in self-defense seem to have discarded it. The missionary is a preacher of the Gospel. All missionary preaching must of necessity be teaching. How to teach, how to teach others to teach the secret of communicating truth. of developing character, of making truth contagious so that it will spread itself—these are

fundamental necessities for the ordained missionary. He needs such a training as our Lord gave the Twelve.

(7) *The Bible*: The Bible, whether in the original languages, or in English, or in all, is to be mastered by the ordained missionary as a part of his training for his work. Here, too, our correspondents urge something more than mere perfunctory teaching. They urge that men should be put in possession of methods of study which will endure the strains which are to come, that they get solid ground under their feet regarding the things that are central, so that when they go out and have to stand alone, they can stand alone. So one correspondent writes:

“A study of theology, largely historical, is important in order to enable the missionary to understand the large variety of beliefs he will meet. I think personally that thorough Bible study is better than formal theology to lead to the definite personal convictions that are very important. Church History, with special attention to the causes and means of the expansion of Christianity and also the working out of Christian principles in society, is important.”

The Bible should be taught as a living missionary book, as Arnold taught Roman history, and as he taught the Bible, too.

(8) *Christian Dynamics*: Men should study the dynamics of Christianity. What are the secrets of power? What makes some kinds of Christianity and some Christian men effective and fruitful, and others not? What truth has the vital energy in it? What habits of personal life condition power? The Gospel is to go to the world, not in word only, but in power. The latter as well as the former should be the subject of study and of solicitude.

(9) *Philosophy*: A good course in the History of Philosophy will prove of great advantage to the missionary in Latin America. The Latins read philosophy more readily than fiction. Young men who know nothing about grammar, geography or history, will read Tolstoy and Spencer and talk with enthusiasm about them.

(10) *Phonetics*: All experienced missionaries are in agreement as to the desirability and importance of the study of phonetics, the science of language and the best modern methods of language study.

(11) *Modern Languages*: No one should think of taking up the work of a missionary without the determination to master the language of the people among whom he works. No standard of excellence in the acquisition of the language on the part of our missionaries can be too exacting. The candidate who is looking forward to work in the Latin American fields of our Home Mission Society, should take all the Spanish he can get in high school and college, and should read as widely as possible in its literature even before going to his field. The people love their beautiful language, and those missionaries who speak it perfectly, as some do, are endeared to those to whom they speak, while imperfect or incorrect speech is a real hindrance in spite of the courtesy and true kindness of the people.

2. *Preparation by Practice*: Before leaving for the mission field, the candidate should have had his first lessons in dealing with the spiritual needs of individuals. He should have learned tact and the various methods of approach and should so taste the joys of this work,—which is the very heart of the missionary enterprise,—that he will ever be the bearer of the evangel. Nothing can take the place of successful experience in dealing with the unconverted, in bringing them to a personal acceptance of Christ as Savior and Lord.

III. THE MISSIONARY AT WORK.

1. *The First Year's Work*:

(1) *Language Study* is the primary task of the first year for most missionaries at work among those who speak another tongue. It is advised that not more than six hours per day be given to the direct study of the language and that this be supplemented daily by a study of one's environment and of the people and in chatting and visiting with them. It should not be inferred, however, because of the emphasis placed upon the study of the language during the first year, that this study is to cease when the examinations are past. The missionaries should never stop this study.

To do so is really a crime against missionary efficiency and should be regarded as such. Nothing short of complete mastery of the language should be the ideal.

(2) **Reading:** During this first year one should read widely books that interpret the life, history and customs of the country. It is a year for orienting one's self in his new environment.

(3) **Contact with Other Missionaries:** It is desirable that the new missionary have frequent contact with the older missionaries on the field, for their practical experience will be invaluable as a corrective to the first judgments formed by the newcomer as he carries on his studies and investigations. And then, too, the personal contact and fellowship with the veterans in the service will be a source of inspiration and a joy to him.

The demands and responsibilities of his work accumulate so rapidly that every advantage should be taken of this first year of study.

2. The Later Years:

(1) ***Danger That Study Will Be Crowded Out:*** There is great danger and as a matter of fact, it generally comes to pass, that the missionaries find themselves so burdened with work after the first year that they do not find or make time to pursue any line of study not strictly demanded by their routine labors. This is a mistake if God is to have the best and most productive service from his workers. It is gratifying to find that in nearly every mission field the older missionaries are recognizing as never before the dangers of stagnating intellectually and the absolute necessity of advancing in knowledge and in power to grasp and solve their problems, and are therefore, singly and in groups, devoting themselves to the thorough and progressive study of subjects of special concern to them. As already stated, the study of the language should not stop with the examinations at the close of the first year, but should continue on through the years.

(2) ***The Desirability of Having Supplemental Interests:*** There is as much room for such interests, carefully chosen, temperately

pursued, and wisely co-ordinated, on the mission field as there is in the United States, and it may make as real and vital a contribution to the missionary enterprise as it often does to the interests of the people at home. Such an interest may be the making of a special study of the literature of the country, a study which will include both the classics and its more modern works and their interpretation of the life of his day. Or, it may take the form of field studies through which the missionary seeks to know and interpret for others the circumstances and conditions of the people on his own field, and the factors that are determining their character. A missionary so interested will travel as widely as possible in his own and neighboring fields. He will study the exact situation as he finds it in each place and seek to understand it. His studies will not be merely geographical in character—valuable as these are—nor will they be solely ethnological. They will include both of these elements and also the social, economic, and religious factors as they affect the communities he is studying. He may make his supplementary interest an intensive study of the earlier religions of the country, or he may make it a broad study of the science of missions through the application of discovered principles which have been approved under scientific tests.

This by no means exhausts the list of possible related interests, but whatever his interests may be, every missionary can make some interpretation of his field to the world. It cannot be done in a year. It must come through long contact with some elemental subject which has gripped the soul and which, brooded over and studied on every side, at last has become clear and illuminating.

(3) *The Value of an Avocation:* Sometimes one can find both recreation and an opportunity for rendering a special service through an avocation even though it may not be connected directly with his mission work. Avocations adopted as the result of a special interest in the flora or fauna, or in the geography of a country, have not infrequently resulted in great good to the world. Wisely chosen and guardedly pursued, an avocation may prove a recreation, and a preserver of health, as well as a benefit or service in itself.

(4) *Increased Efficiency:* The most common objection to the taking up of any avocation will be the lack of time, for it is this rather than any lack of inclination that will be the real difficulty in prosecuting special studies on the field. Seemingly this is a sufficient reason; really the objection only takes into account hours and an overflowing work which cannot be overtaken no matter what program is adopted, while it ignores the far more important item of efficiency in the missionary vocation.

This all means that the missionary should set himself to solve the problem of filling as related to the threatening disaster of an easy emptying. A systematic husbanding of minutes; the use of hours spent in travel on the train, in boats, or in carriages, for thought upon some pressing problem or for reading some helpful discussion affecting it; the employment of a part of the annual rest period in pursuing some special line of thought; the occasional interjection of vital discussions of phases of missionary efficiency at missionary gatherings. These all are possible without taking weeks of time for the studies recommended and will surely result in increased power and efficiency. The missionary who holds himself unflinchingly to a program which includes in addition to his routine work regular study and the pursuit of some avocation, will continue to grow through all the years and the influence of his life will be an inspiration to the younger men as they enter the service and his spirit a benediction in hours of weariness and discouragement.

(5) *The Spirit Filled Life:* Finally, need it be added, that the spirit-filling of one's life should be safeguarded always as a primal necessity of all missionary efficiency? A prayerful study of the sources of spiritual power, quiet hours for devotion and conferences, having this great theme as their central objective, will result in increased power in the Master's service.

IV. WHAT TO DO WITH THE FURLOUGH.

The missionary furlough should minister directly to the physical, intellectual and spiritual development of the missionaries and to the development of missionary interest in the home church.

1. **Physical Development:** The physical recuperation and development of the missionary is the primary and basic object of the furlough. Under normal conditions probably one-third of the entire time on furlough devoted to rest and recuperation will be sufficient to restore one to full health and vigor.

(1) Physical Examination: Every missionary immediately upon return to America on furlough should undergo a physical examination upon the basis of which, the examiner should give the one examined, and the Board, answers to the following three questions:

- (a) Does the missionary require any special treatment while on furlough?
- (b) If so, what?
- (c) Does the case suggest the necessity of a further medical examination toward the end of the furlough to determine fitness for return to the field?

(2) Special Treatment and Expense Therefor: If special treatment is required, arrangements for it should be made without delay in order that no time may be lost in getting back one's full strength and vigor. Unusual expenditures necessary because of treatment prescribed as a result of the examination, will be taken under consideration by the Board. (A missionary fully restored to health will be more useful than one who returns with some physical disability, and any expenditure incurred to accomplish this result means ultimate economy in missionary administration.) The first business of the one on furlough is to restore his health and to recoup his strength.

2. **Intellectual Development:** The missionary who finds by experience that his preparation was inadequate, has during his furlough an opportunity for further preparation. Every missionary has learned during his years on the field what are his intellectual needs, and is, therefore, better able to make his own choice of studies to pursue than anyone else is for him. Even a few months at some university, or other high grade training school, will send the missionary back to his field with new zest and increased efficiency.

(1) Dangers Avoided by Study: Study during furlough will save the missionary from two inevitable dangers: (a) The danger of falling behind the times, of getting out of the

world-current of thought, of failing to progress with the age in which he lives. A gradual falling behind may not be apparent at first. It may not become noticeable for the first ten years of the missionary's life on the field. But if he has dropped behind and let the world go on without him, this will eventually appear and his influence among the younger generation will begin to wane. (b) The danger of becoming dogmatic. The missionary lives much of his life isolated from the schools and their associations and from all of the stimulating influences of the homeland. He is himself a teacher and a leader of the thought of others. It is difficult for him, under these conditions, to keep from becoming dogmatic. To counteract this tendency, he needs to become again a learner and to put himself under the guidance and direction of others. In this way one can periodically, as his furloughs come along, refurbish and modernize his original preparation, and this is, perhaps, the chief virtue of all study during the furlough period.

(2) *Suggested Courses:* Some will return from tasks which demand further special study. Such men and women will need no suggestions from others as to what to do on furlough. Others will return feeling keenly the need of intellectual stimuli. Their problems or their intellectual interests will suggest lines of work that they can pursue to advantage. There may be some, however, who are undecided as to what studies to follow, and such will welcome suggestions as to the courses that have proved helpful to others. For these the following courses are recommended as likely to prove helpful:

Modern Bible Studies and Church Methods.
Special Periods of Church History.
Religious Education.
The Science of Missions.
Apologetics.
Social Studies of a practical sort.
Constitutional History.
Latin American History.
Economics and National Efficiency.

3. *Spiritual Development:* Every furlough should be a period for spiritual refreshing. It is a time when the missionary can keep free from other engagements those choice hours for personal Bible study and for the prayer habits that

lie back of spiritual development everywhere and always. It is a time of personal fellowship with devout men and women while visiting congregations. A time with leisure for meditation; a time for association with those who are engaged in evangelistic work, with Board members, and with live pastors; a time of attendance upon great conventions and of listening to splendid preachers. It's a time when stimulating letters go and come, when books of a deeply spiritual character are read. It is a time when the missionary drinks deeply at spiritual fountains and slakes his soul's thirst. For his sake, and the sake of his work, the missionary on furlough must have time for these things before he is asked to pour himself out among the churches.

4. Developing Missionary Interest in the Churches:

(1) Time Allotment for Deputation Work: Probably one-third of the time on furlough is the maximum that should be required of any missionary in purely "Deputation Work." Certainly this amount should not be exceeded in either of the first two furloughs a missionary has in the homeland. For during each of them, he should expect, and be expected, to devote a considerable portion of his time to additional study, suggested by the needs of his field. After the second furlough, however, it might seem wise to devote less time to study and more to deputation work.

(2) Planning for Deputation Work: Careful plans should be made for all this field work, and in connection with the Headquarters of the Board. Some will be found to have special gifts as speakers,—they should be used in bringing the missionary message direct to the congregations in the churches. Some should not speak at all, for health or other reasons. Some may have skill with the pen; they should write for our denominational press. Still others may be most effective with the stereopticon; they should bring to the people pictures from mission lands. Careful planning of the use to be made of the workers and of their schedule of travel and places to be reached is essential to the securing of the best results.

(3) The Significance of Deputation Work: In whatever way he carries the message to the home church, the missionary has here a

splendid opportunity as an ambassador of Christ to lay on the hearts of the Lord's people the whole missionary program and its needs; to show them the fields already whitening to the harvest; and to call upon them—with a deeper devotion, a wider outlook upon the Lord's Kingdom in the world, and a larger sacrificial giving—to enter with great earnestness upon the task of carrying on the King's business which he has entrusted to his church.

V. THE ORDAINED MISSIONARY.

1. **The Demand:** There is an urgent demand for well-qualified ordained missionaries who have good gifts as preachers, who are able and willing to itinerate widely, who can mingle with all kinds of people and make and hold true friendships, and who can build stable work. They must be preachers with a message. (The message that appeals to needy souls the world over is the message of the changed life brought about by Jesus Christ.) They must be men who do not leave their studies behind them but who continue to take in, in order that they may give out. The very best is none too good! Strong bodies, together with broad culture, deep spiritual earnestness, and wide sympathies, united with popular gifts, are needed to insure missionary success.

2. **Special Qualities Needed:** In what follows the word "should" is used not in a dogmatic sense but only to express the high desirability of the qualification or attainment mentioned. The ordained missionary should have:

(1) *A Real Mastery of the Bible:* The missionary who under any circumstances should reveal a lack of knowledge of the Bible itself would thereby immediately lose standing. Mere knowledge of the Bible, without ability or passion to impress its truths upon others, would be of little value to the people or the country. He should also have in special degree the power to impart his knowledge to others, as preacher, evangelizer, and teacher.

(2) *A Great Capacity for Friendship:* He should not allow differences of belief or of custom, or of temperament, to present any barrier to his personal friendly relations with the people. He should not only have a capa-

city for friendship, but he should use that capacity to its fullest extent. It is one of the most powerful means by which the ordained missionary can get into close relations with men. Let him show himself a friend and prove himself a friend, and the way to men's hearts will open.

(3) *A Passion for Evangelism:* He must have a passion for leading men to Christ. No one may expect to succeed who goes with a gospel that he believes will merely improve his external surroundings, exalt his intellectual life, and make the community more civilized. A general desire to do good and to help the people will not suffice.

(4) *the Ability to Shape the Changing Social Life:* The ordained missionary should have some knowledge of and experience in sociology and its application to life. He should understand the sociological aspect of true Christianity and its application to the life of men.

(5) *Organizing Capacity:* He is not simply a preacher, but an organizer, and he should be able to organize and use the forces that become accessible to him both in the church and in the community so as to produce the largest and most far-reaching results.

(6) *Literary Ability:* The more pleasingly and forcefully he is able to use the language of the people, the more powerfully will he grip his hearers. He should, moreover, be prepared to write, probably more in the future than in the past, for Latin American readers, and in order to do this he should have the literary instinct and ability to command attention with his pen.

(7) *Political Interest:* Special problems for the missionary sometimes arise out of the political relationships of the country in which he labors, and from which it seems impossible that the missionary devoting himself to the highest good of the people, can hold himself aloof. With proper wisdom and right method he may help to solve many a difficult situation. Yet the missionary should be neutral as regards parties and concern himself with political measures only as they touch the people's economic, social, intellectual, and moral betterment.

To the wise injunction "Know thyself" should stand next in importance for the missionary at least, this, "Know the people." Study their origin, history, manners, customs and their religion. Even the summer tourist to Europe "reads up" the countries through which he proposes to travel, "brushes up" his scant knowledge of the language and seeks to familiarize himself with the ways of those whose guests he will soon become.

(8) *Race Prejudice*: Any manifestation of race prejudice would be fatal to the missionary's influence.

(9) *Sunny Tempered*: The missionary is an apostle of joy and gladness. He should add no shadow to the darkness he has come to dispel. A veteran authority insists that "a cheerful, vivacious disposition is a '*sine qua non*.'" An exuberant spirit that is able to see the humorous and that is looking for the best in a man, will climb over many a rough place that would be fatal to a dyspeptic or hypochondriac.

VI. THE EDUCATIONAL MISSIONARY.

1. *General Training Needed*: Candidates for appointment to missionary educational work should have full collegiate training followed by special graduate work in the subjects they expect to teach, for the world today sets a high theoretical value on education.

For one who is to devote his whole time to teaching in high school, college or university, the most valuable subjects are English, English Literature, Philosophy, History, Logic, Mathematics, Science, Economics, Normal work and Principles of Education. Good training in the first three and the last one is considered essential, as well as administrative and normal work for those who will prepare teachers or have direction of schools below college grade.

2. *Special Training Needed*: The educational missionary goes out as a missionary even more than as a teacher. It is therefore vital that he have a familiarity with the contents and teachings of the Bible, with special emphasis upon the life and teaching of Jesus, and a well-ordered grasp of Christian truth. He should have faced squarely the philosophical and religious difficulties

of young people so that he can guide his students through their problems into the Christian life. Every educational missionary should be equipped to be an efficient teacher of the Bible and of its application to the problems of personal and social life. He will have opportunities for Bible teaching and should be prepared and willing to accept them. It follows that during his years of preparation he should elect thorough, scholarly and constructive courses in the Bible where such are available.

3. Spiritual Power Needed: His own spiritual life must be deep, confident and constant. It must be characterized by habits of spiritual refreshing—for out on the field he will lack many of the means of inspiration that surround workers at home. He must have learned how to tap for himself at first hand the sources of supply, and his life must be characterized by a personal righteousness that commands respect, and an earnestness in bringing men into the Christian life that will carry him into the lives of others in spite of the distractions of school life.

VII. THE MEDICAL MISSIONARY.

1 Who Shall Engage in This Work? Only those who are fully qualified for it by general and technical preparation; by a deep experience of the realities of the Christian life; by personal consecration to the needs of the Kingdom, and by a clear conviction that he is called of God into this service.

2. Academic and Technical Preparation: The Medical Missionary should have as a minimum, full high school training with at least two years of college work in addition. And it is greatly to be preferred that he have a full college course, for only this can give him the foundation necessary for his future studies and work.

In addition to this, he must have the full course of a standard medical school, and at least one year of hospital experience before going out to his mission field. Whenever practicable, he should have a year of special study of tropical diseases. In no case should one go out who has not had a least four years of professional training.

3. Choice of a Medical School: Men and women proposing to devote their lives to the cause of medical missions cannot afford to jeopardize their work because of imperfect training

in an inferior school. Candidates should consult the Board or the list of approved medical colleges published by the American Medical Association, for information as to approved schools, and should choose a school rated not lower than A plus or A.

4. **Courses of Study:** It does not seem necessary to outline in detail the professional courses that should be taken, for every standard medical college requires the courses that are recognized as essential in preparing the physician for his work. The following subjects, however, are attaining such importance on the mission fields that it seems desirable to mention them by name: Microscopy and Bacteriology, Preventive Medicine, Hygiene, Sanitation, Pharmacy, Dentistry and Orthopedics. The major subjects will still be surgery, tropical diseases, obstetrics, diseases of women and children, stomach and bowel troubles, respiratory organs, skin, eye, ear, nose and throat.

5. **License to Practice Medicine:** Applicants for appointment as medical missionaries should have passed the examination of some State Examining Board or other authority. This is important, both in the interest of his own standing and as a protection to him should he be compelled later to relinquish his work abroad and take up permanent practice in the homeland.

6. **Extra Medical Activities:** Only those should engage in the medical missionary work who are called to be missionaries. Opportunities for direct personal appeal to individuals come to the physician as to scarcely any other and only he whose lips have been touched with the coal from off the altar will be sufficient for those moments when the soul of another is looking to him for help.

The medical missionary should also be able to participate in helpful ways in other departments of the mission enterprises. Such participation will keep him from developing a narrow or unsympathetic attitude. The spirit of Christian fellowship and helpfulness, the importance of co-operative action, the need for unity in the making of plans, and in the administration of the work, all call upon the medical missionary to participate as a fellow worker in all the councils and general affairs of the mission.

In addition then, to his special preparation as a physician, he may with profit take, as he is able,

additional preparation in the following departments:

- (1) Evangelical.
- (2) Educational.
- (3) General Administration.
- (4) Miscellaneous Mission Problems.

He will, of course, so study the Bible that he will be able to teach it, and methods of practical Christian work, that he may most tactfully lead men and women into a new spiritual life.

VIII. THE TRAINING OF NURSES.

1. **Training and Qualities of Character:** More and more the task of the trained nurse in mission fields will be to train native nurses to act as superintendents of hospitals. This fact emphasizes the need for superior training in her profession, and also in subjects related more particularly to the spiritual side of the work.

Many of the general characteristics cited as essential in the medical missionary are equally necessary in the missionary nurse. She needs even better training for the work in mission fields, than at home. The nurse should have a minimum of a four year high school course as a preparation for her nurse training. She should be a graduate of some first class nurse training school. She should have held some executive position at home and should have good general culture. Her work is co-ordinate with that of the other missionaries and forms an essential and permanent part of the Christian program. Her close contact with the developing young native womanhood gives her rare opportunities for Christian service.

(For a fuller discussion of the medical missionary and his work and of the nurse and her work, see the report on "Preparation of Medical Missionaries" published by the Board of Missionary Preparation, New York.)

IX. INDUSTRIAL MISSIONARIES.

1. **The Demand in Latin America:** In some parts of Latin America there is a growing demand for specially trained industrial missionaries. It is still inadequately met. But in those portions of the field where the American Baptist Home Mission Society maintains missions, industrial missionary work has had little growth, and there is almost no demand up to the present

time for specialists in this department. Men and women entering this service should be experts in their line who are prepared to train others to become experts also.

2. **Kinds of Work Required:** The largest demand is for agricultural superintendents, men who are experts in agriculture and able to develop the resources of the country and who can teach practical agriculture to others. There is also a limited field for teachers of carpentry, cabinet work and the trades. This form of industrial work has grown up already in connection with many mission schools. There is also a place for a few experts in women's work. Lace and embroidery-making has already been taken up extensively as a means of providing the poor women of a country with an opportunity for honorable self-support.

Great good has been accomplished in these lines even under the leadership of missionaries who have had but little special training for it. Many believe the call for this line of work will be greater in the future than in the past. There will probably be opportunities, therefore, for a limited number of women missionaries to put knowledge of these industries to good account.

3. **Personal Qualities Needed:** The industrial missionary should have the same true Christian experience and motive, the same high ideal of service rendering and of devotion to duty, the same consecration to the Master and love for his fellowmen, that is requisite in every worker in the other departments of missionary activity. Without a clear call to the missionary field and a joy in rendering Christian service to others, one may well question whether he should accept appointment to a work where failure to exert a positive influence for Christ may be so far reaching in its results.

In the great majority of cases, the most useful man in the industrial department will be the ordained missionary who has had good industrial training in addition to his theological preparation.

X. THE WOMAN MISSIONARY.

1. **Preparation for Service:** Practically all that has been already said with reference to the preparation of the missionary for service applies equally to men and women, and need not be repeated here. There are, however, distinct phases

of service open to women that are not open to men, though in general their work lies in the same great departments of missionary effort.

2. **Evangelistic:** Under this head fall the important task of training and supervising the large army of Bible women, visiting in homes, conducting country tours, etc. There is an urgent call for an increase in the force of evangelistic missionaries. They should go out prepared to train a still larger number of women for efficient service as evangelists, and, by their lives of devotion, stimulate the voluntary ministry of humble Christian women.

3. **Educational:** The educational missionary occupies a strategic position in this time of unprecedented opportunity. She may be college president or professor, principal, or associate teacher, in a girls' boarding school, superintendent of a normal department which supplies teachers for elementary and higher schools, supervisor of day schools in a large district, kindergartner or trainer of kindergartners.

4. **Medical:** "The doctor and the nurse, with or without their hospital, have brought the gospel message to large numbers of people who on account of advanced age or hindering circumstances are unreached by educational work. They have brought medical aid for the first time to women whose husbands would rather have killed them than admit a man physician.

"Openings for the medical missionary are more numerous and more attractive than ever before. More workers are needed to provide an adequate staff of existing hospitals and to enter fields as yet untouched." This statement holds true for the world-wide mission enterprise, though the opportunities for medical service in the Latin American fields occupied by our Society are as yet limited.

5. **Social:** The opportunity for a far-reaching social influence through the homes is almost unlimited. In countless ways the woman missionary's influence may unconsciously mold the life of the womanhood about her. The opportunity for devoted Christian women to serve in the uplift of their sisters on mission fields is unlimited and the joy of this service one of heaven's choicest gifts.

XI. MISCELLANEOUS MATTERS.

1. **Business Accounts:** One matter of importance that needs to be emphasized is the fact that every missionary should be capable of keeping his own accounts, both personal and official. No one can be entirely free from all business details and the majority must carry more or less responsibility for appropriations made for schools, hospitals, buildings and miscellaneous mission work. Knowledge of simple bookkeeping and the essential principles of banking and exchange are practically indispensable. There should be ability to draw up in neat and businesslike form the report of any financial transaction, including a regular annual report. The keeping of one's accounts so that he can show clearly how every dollar of mission money has been expended, is as definitely a part of the functions of a missionary as preaching or teaching.

2. **Knowledge of Construction and of the Use of Tools:** Men frequently have to superintend the erection of buildings, hence a general knowledge of house planning and of house construction is a real asset. And nearly every missionary has to oversee the work of repairs. In this work a practical knowledge of the use of tools is a material help.

3. **Ability to Write—The Note Book Habit—Photography:** Anyone who can write will find an ample field for the exercise of this talent, both in the public press and in the preparation of some of the urgently needed evangelical literature. A crisp, vivid article for the secular or religious press is always of service. In this work the note book habit will be a great help. The recording of impressions while they are fresh, and the writing down of descriptions of interesting places while on the spot and of events as they occur, gives one live material for articles that may be written later.

Interest in the written story is often greatly increased by pictures illustrating the scenes or events described. Hence photography of a higher order than most missionaries possess is very desirable. It is increasingly important, also, for the home propaganda of missions. A knowledge of lantern-slide making, is of value on the field, as is the ability to operate the stereopticon.

4. **The Christian Home:** The home of the missionary is a center from which a gracious influence should reach out in all directions and touch other homes. The missionary home whose

interests are all centered within its own walls has failed signally to enter into its heritage. It is its great privilege to manifest the Christian ideals for the family in such a way that others will come to desire the same life for their own families.

In the past too little attention has been paid to the preparation of the wives of missionaries. They, as truly as their husbands and as truly as the single women on the field, are missionaries. They should have that training that gives a good grasp of Christian truth and a thorough knowledge of the Bible, and also instruction in the art of missionary work. Perhaps it should go without saying that they should also have a practical knowledge at least of housekeeping, of plain sewing, and plain cooking. It will greatly help the efficiency of their work if the domestic wheels run smoothly and the home is neat and clean.

5. **The Home Garden:** Where practicable a home garden will add much to home comfort. It is sometimes possible to grow American vegetables and even fruits, which greatly increase the enjoyment of the table. The garden may serve also to introduce new articles of food to the people and it certainly will provide opportunity for healthful and, sometimes, much-needed outdoor exercise. The garden, where feasible, will prove a distinct asset to any missionary home and possibly a direct benefit to the people as well.

6. **Private Business:** The missionary should not under any circumstances engage in business or other secular pursuits on his own account or for his own profit. This has always proved fatal to his influence as a missionary. Also he should make every effort to live within his income. His talents should be placed wholly upon the altar for the upbuilding of the mission churches under his care.

7. **Medical Hints:** First aid to the injured is demanded often on tours or even at the station. The missionary should have such training as will enable him to render first aid in emergencies. Those who travel in country districts should know how to treat the simplest diseases, particularly those to which they themselves are subject and which are curable by specifics. Many a life may be saved if missionaries know how to care for the sick. Hence women candidates especially should acquaint themselves with the simplest rules of nursing and sickroom dietetics, and mothers should understand how to treat the commonest ailments of children.

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